



Screening Test/Interview Questions for Test Automation Engineer (Remote) Position

Instructions: Please precede all your answers with the question you are answering.
Use acronyms only after you've explained them.
Use correct spelling and grammar.

Candidate's Name:

Phone Number:

1. How do you approach designing a test automation framework?
2. What are the key factors you consider when selecting a test automation tool?
3. Can you describe your experience with Selenium or similar tools?
4. How do you prioritize which test cases should be automated and which should remain manual?
5. What is your process for maintaining and regularly updating automated test scripts?
6. How do you identify and handle flaky or unreliable tests in your automation suite?
7. Can you describe a particularly challenging automation problem you faced and how you solved it?
8. How do you integrate and manage automated tests within a CI/CD pipeline environment?
9. Which programming languages do you use most often in test automation, and why?
10. What methods do you use to ensure your automated tests remain scalable and easy to maintain?
11. Can you discuss your experience with API test automation and the tools you use for it?
12. How do you approach performance testing in an environment that relies heavily on automation?
13. What techniques do you employ to minimize test execution time without sacrificing coverage?
14. How do you communicate test results, failures, and bugs to developers and stakeholders?
15. How do you keep your skills and knowledge up to date with the latest trends in test automation?

Position Roles:

- Develop, maintain, and execute automated test scripts for various software applications.
- Collaborate with developers, product managers, and other team members to understand project requirements and identify testing needs.
- Design and implement automated testing frameworks and tools to increase test coverage and efficiency.
- Analyze test results, report defects, and work with development teams to resolve issues.
- Ensure that all test activities are executed on time and meet quality standards.
- Stay up-to-date with the latest testing tools, trends, and best practices to incorporate innovative approaches into testing strategies.
- Perform manual testing when necessary and provide support for other testing activities.
- Manage multiple testing projects simultaneously and prioritize tasks effectively.

Qualifications:

- Proven experience as a Test Automation Engineer, with a strong portfolio of automated test scripts and frameworks.
- Proficiency in automation tools such as Selenium, JUnit, TestNG, or similar.
- Strong understanding of software development life cycle (SDLC) and testing methodologies.
- Excellent programming skills in languages such as Java, Python, or JavaScript.
- Excellent communication skills, both written and verbal, with the ability to document and explain testing procedures clearly.
- Ability to work independently and manage multiple projects with minimal supervision.
- Strong analytical and problem-solving skills.
- Familiarity with continuous integration/continuous deployment (CI/CD) pipelines is a plus.

Benefits:

- 401(k) matching
- Dental insurance
- Health insurance
- Life insurance
- Paid time off
- Vision insurance

Work Location: Remote

Job Type: Full-time

Estimated: \$80,000.00 - \$140,000.00 per year, subject to skills & qualifications

